

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Bureau of Reclamation: BOR (and below)

For 1st Quarter 2021 for period ending December 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	47	34	47	37	46	6
Number of Complainants	42	31	46	37	46	6
Repeat Filers	3	2	1	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	11	9	14	8	4	1
Color	8	8	3	1	2	0
Religion	3	1	4	1	1	1
Reprisal	30	20	26	15	32	5
Sex	21	13	19	11	13	1
PDA	1	0	0	0	0	0
National Origin	5	3	5	6	2	0
Equal Pay Act	1	0	1	0	0	0

Age	24	15	15	19	17	0
Disability	25	18	8	7	17	2
Genetics	0	0	0	0	0	0
Non-EEO	1	3	6	3	8	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	3	2	5	6	7	0
Assignment of Duties	7	2	8	6	6	0
Awards	0	1	1	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	1	0	0
Reprimand	4	2	0	3	1	0
Suspension	3	2	0	2	2	0
Removal	0	0	1	0	9	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	1	1	0
Perf. Eval./ Appraisal	8	2	1	2	6	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	27	17	21	18	26	3
Sexual	3	0	1	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	1	0	0	0	0
Promotion/Non-Selection	9	8	7	2	13	1
Reassignment						
Denied	0	0	0	1	2	0

Directed	0	1	0	0	1	0
Reasonable Accommodation Disability	13	5	3	1	10	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	0	0	0	1
Sex-Stereotyping	0	0	1	0	0	0
Telework	1	1	1	1	1	0
Termination	6	2	1	3	3	1
Terms/Conditions of Employment	4	4	3	5	6	0
Time and Attendance	5	3	2	2	7	0
Training	3	2	1	0	0	0
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	194.60	211.05	326.04	326.59	256.96	198.67
Average number of days in final action	53.18	58.22	154.50	109.42	147.22	99.20
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	192.67	211.07	341.08	333.06	220.73	198.71
Average number of days in final action	25.00	22.50	60.00	61.50	68.50	23.50
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	198.75	211.75	306.50	315.83	253.24	198.50

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Age	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	1	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2021Thru12-31		
	2016		2017		2018		2019		2020				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		3		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	2	67	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment													
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment													

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Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment													
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	100	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	100	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define													
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		2		0		

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Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2021Thru12-31						
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	21	35	38	38	46	68						
Total Complainants	20	31	35	36	44	66						
Number complaints pending												
Investigation	0	5	4	6	3	5						
ROI issued, pending Complainant's action	0	0	0	2	1	0						
Hearing	21	29	33	28	32	47						
Final Agency Action	0	3	4	3	9	11						
Appeal with EEOC Office of Federal Operations	33	9	4	2	10	10						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2021Thru12-31						
	2016	2017	2018	2019	2020							
Pending Complaints Where Investigations Exceed Required Time Frames	2	14	11	6	1	1						